

Paul Grafton
GMB Southern Region
Cooper House
205 Hook Road
Chessington
Surrey
KT9 1EA **(BY EMAIL)**

25 March 2020

Dear Paul

Re: Pay Review

Thank you for meeting with Toby Warren and I via Teams on Monday and presenting the following requests made by the GMB members:

- 1: Two additional days annual leave.
- 2: Removal of sick pay waiting days.
3. Increase of the yearly gift card from £70.00 to £100.00.
4. A pay increase of 5% on basic pay and all allowances.

During our discussions we both acknowledged the current rates of CPI at 0.7% (which subsequently fell to 0.4% yesterday) and RPI at 1.4%. I can therefore confirm that as a full and final offer we can offer one of the following two options:

Option 1: 1 x additional day Annual Leave for all staff covered by this pay review.

or

Option 2: A pay increase of 1.7% on pay and all allowances.

Please note that if Option 2 is chosen by the members, we will need to know by COB next Wednesday to ensure inclusion in the April payroll, otherwise the uplift would be paid in the May pay run and will be back dated to 1 April 2021.

Please do not hesitate to contact me if you have any questions.

Yours sincerely



Fran Comerford-Cole
Director of Logistics
Cory Riverside Energy

cc: Toby Warren HR Director

